



Montgomery County ACTION PLAN

*from lessons learned in the
2018 Welcoming Communities Transatlantic Exchange*

Kaori Hirakawa, John Landesman, Carolyn Lowery, Monica Martin





Welcome!

Please get some snacks & drinks...and take a nametag & *People Bingo* Card

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Welcoming Communities Transatlantic Exchange



US Communities

- Anchorage
- Boston
- Charlotte
- Montgomery County

Montgomery County Team

- Kaori Hirakawa
Manager, Montgomery County Gilchrist Immigrant Resource Center
- John Landesman
Coordinator, MCPS Equity Initiatives Unit
- Carolyn Lowery
Senior Network Builder, IMPACT Silver Spring
- Monica Martin
Montgomery County DHHS Administrator, Linkages to Learning & Regional Youth Services

German Communities visited Montgomery County in May



- Frankfurt
- Hamburg
- Teltow-Fläming
- Bautzen
- Iserlohn



Why?





How many asylum seekers entered Germany in 2015?

- A. 10,000
- B. 500,000
- C. 1.1 million
- D. 5 million

1.1 million
asylum seekers
entered
Germany in
2015



1.1 million
asylum seekers
entered
Germany in
2015



We can do this!

1.1 million
asylum seekers
entered
Germany in
2015

700 New Volunteer Organizations were
established

2015 and Beyond



2015 and Beyond

Public Backlash & Political Consequences

- PEGIDA marches began in 2014
- Peaked January 2015 with around 17,000-25,000 participants now steadily declining to below 2,000.



Attacks of Refugee Shelters



2015 and Beyond

Public Backlash & Political Consequences

- Cologne New Year's Eve 2015: sexual assaults and robberies
- "Everything is under control": EU-Turkey Deal March 2016
- 2016 Christmas Market attack in Berlin – 12 dead
- Rise of the Alternative for Germany (AfD)



History of Immigration in Germany

- **Pre-2015 Germany was already diverse**
 - In 2014, more than 20% of people in Germany had a “migration background”
 - Among 5 to 10 year-olds, more than 1 in 3 children had a “migration background”



2015 and Beyond

- 700+ new volunteer initiatives
- Germans with “immigrant backgrounds” volunteer as translators



Source: <https://www.tagesschau.de/inland/hilfe-fuer-fluechtlinge-101.html>

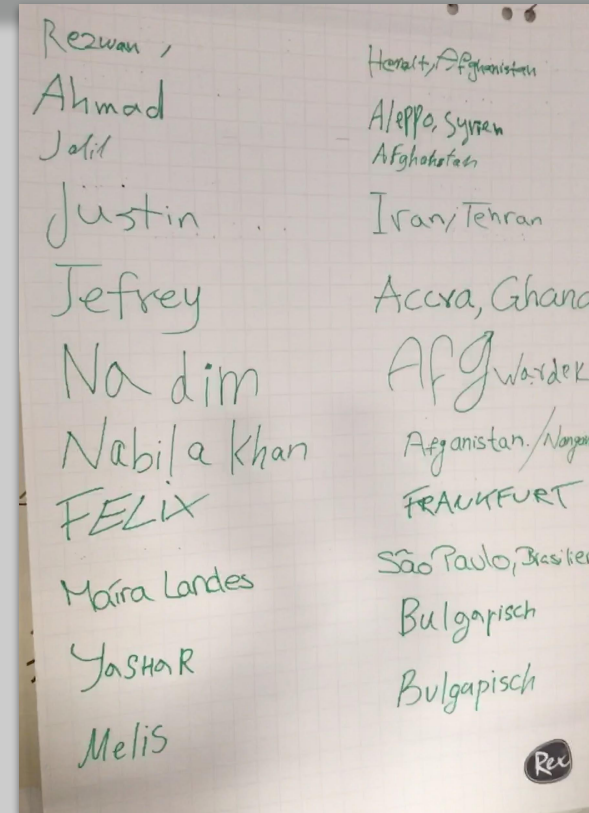
Cultural Vistas

Facilitating visits, growing global skills, building careers, and connecting lives through international exchange



Key Highlights

- A society can address large issues if they have the political and social will to do so
- There are broader public health and other approaches that better “humanize” migrant experiences - and better uphold and value human dignity for all of society
- Need flexibility and innovation for economic and workforce development
- Need to better communicate and improve upon positive narrative regarding migrant experiences and contributions
- Must identify balance between government support and community-led efforts
- Create more opportunities and processes for healing and community connections
- Need for overarching framework to ensure ensure healthy “groundwater”



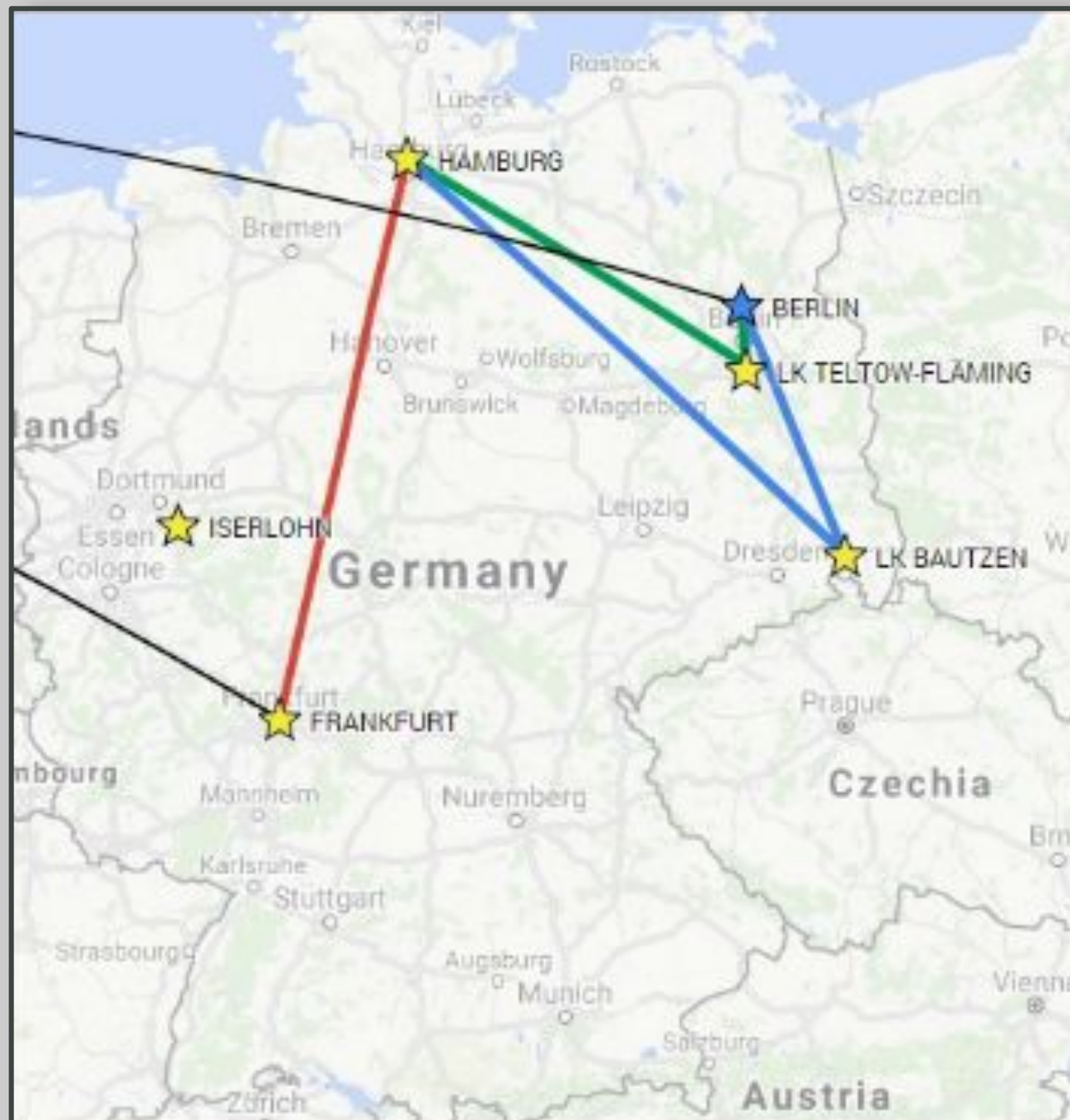


We traveled to learn from the following communities:

- Frankfurt
- Hamburg
- Bautzen
- Teltow-Fläming (county)

And then to Berlin

- Local Action Planning
- WCTE Culminating Conference





- Population about 750,000
- Home to European Bank; center of commerce
- Most international city in Germany
- 50% of pop has migrant background
 - 75% of children under 6



Frankfurt Site Visits



The International Family Center - <https://ifz-ev.de/en/>

- Registered society and social and educational provider
- Enable people from different cultures in to come together through advisory services in the fields of education and integration



Frankfurt Site Visits



Frankfurt Site Visits



Frankfurt Site Visits

Kompass – Center for Entrepreneurship

(https://www.kompassfrankfurt.de/fileadmin/user_upload/file_collection/allgemein/Kompass_Presentation_english_WIF%C3%96_11012016.pdf)



High shortage of skilled workers
vs. unskilled workers

FRANKFURTER
ARBEITSMARKT
PROGRAMM
FRAP Agentur gGmbH

Potential employees with placement obstacles:

- Refugees with work experience but without certificates
- Migrants with poor German language skills
- unqualified or precariously employed
- Longterm unemployed indiv.

High shortage of skilled workers in several branches

High minimum standards for new employees, f. e.

- Good German language skills
- Secondary school certificate
- Dual vocational training or professional school training

Life-cycle Support – 4+1 Model

With the 4+1 Model, Kompass accompanies potential start-ups with informed practical advice, knowledgeable guidance and continuous support - from inception of the concept, through the business start-up, till expansion

Services include:

- Comprehensive profiling of core competencies
- Coaching and training & tools
- Access to the infrastructure and network of stakeholders
- A cross-sector platform & network providing linkages between new start-ups and potential entrepreneurs
- Special coordination for young start-ups of international origin
- Affordable office facilities in the Start-up Center.

Frankfurt Site Visits

Kompass – Center for Entrepreneurship

(https://www.kompassfrankfurt.de/fileadmin/user_upload/file_collection/allgemein/Kompass_Presentation_english_WIF%C3%96_11012016.pdf)

Best Practices to Promote Refugee & Migrant Entrepreneurship

1. Visibility
2. Networking
3. Legal & Regulatory Advice
4. Individual Business Support
5. Group Business Training
6. Mentoring
7. Access to Finance
8. Facilities
9. Language & Cultural Sensitivity
10. Measuring Impact



Frankfurt Site Visits

Kompass – Center for Entrepreneurship

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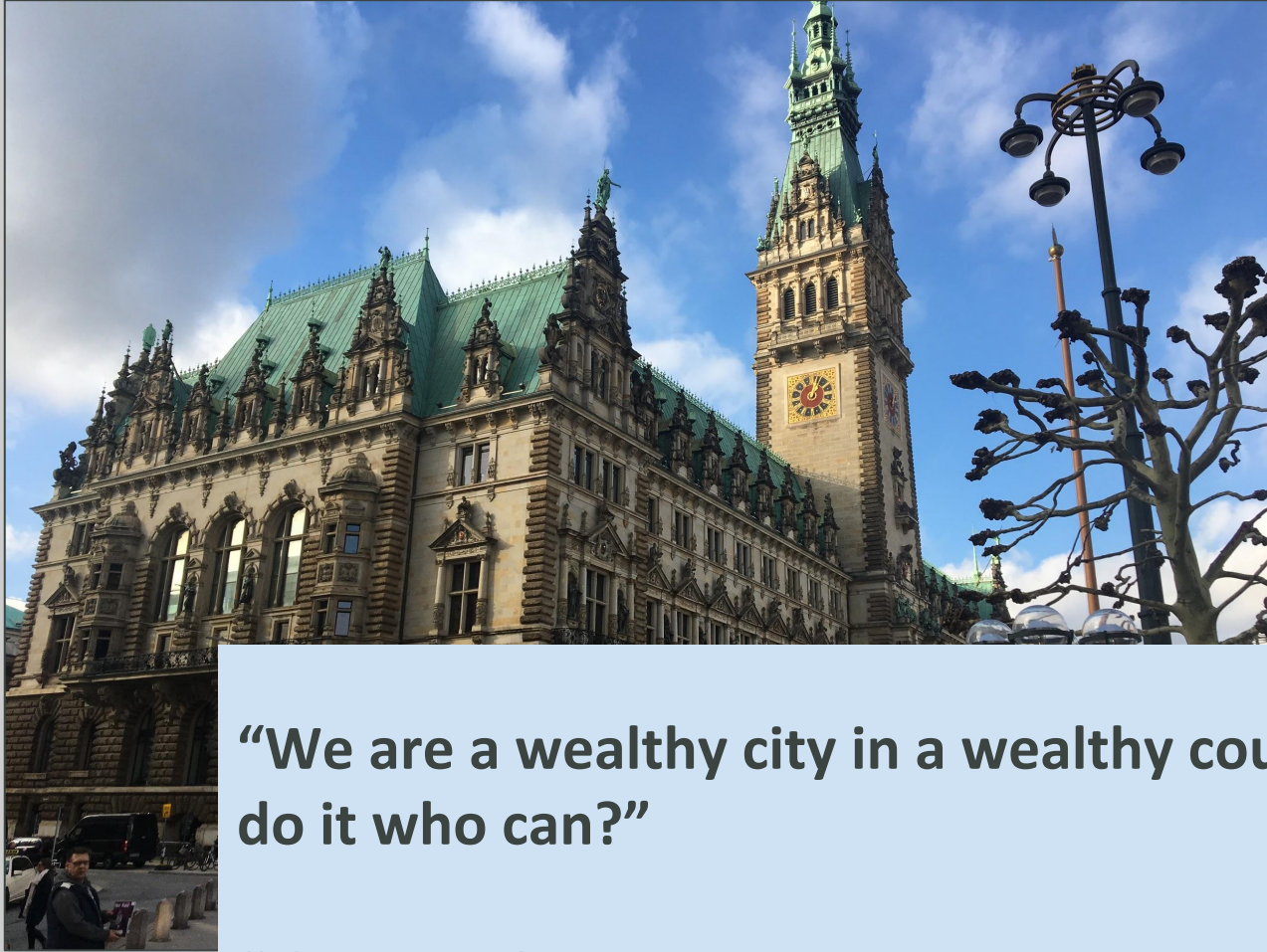
Hamburg

Facts:

- Population about 1.7 million
- "City/State"
- Wealthy
- Built new housing for migrants.

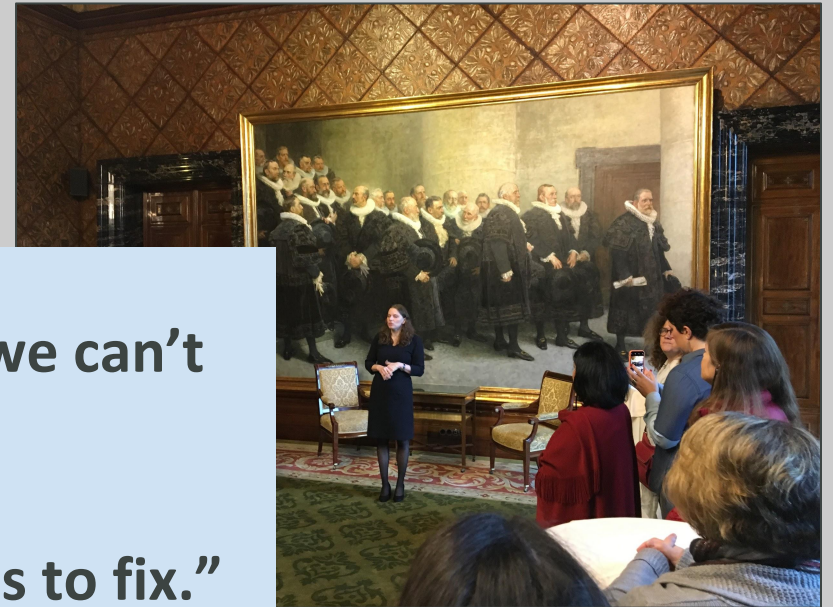


Hamburg



“We are a wealthy city in a wealthy country. If we can’t do it who can?”

“If we don’t get it right, it will take 3 generations to fix.”



Hamburg



Hamburg



Bautzen

“Between Beauty & Shame”

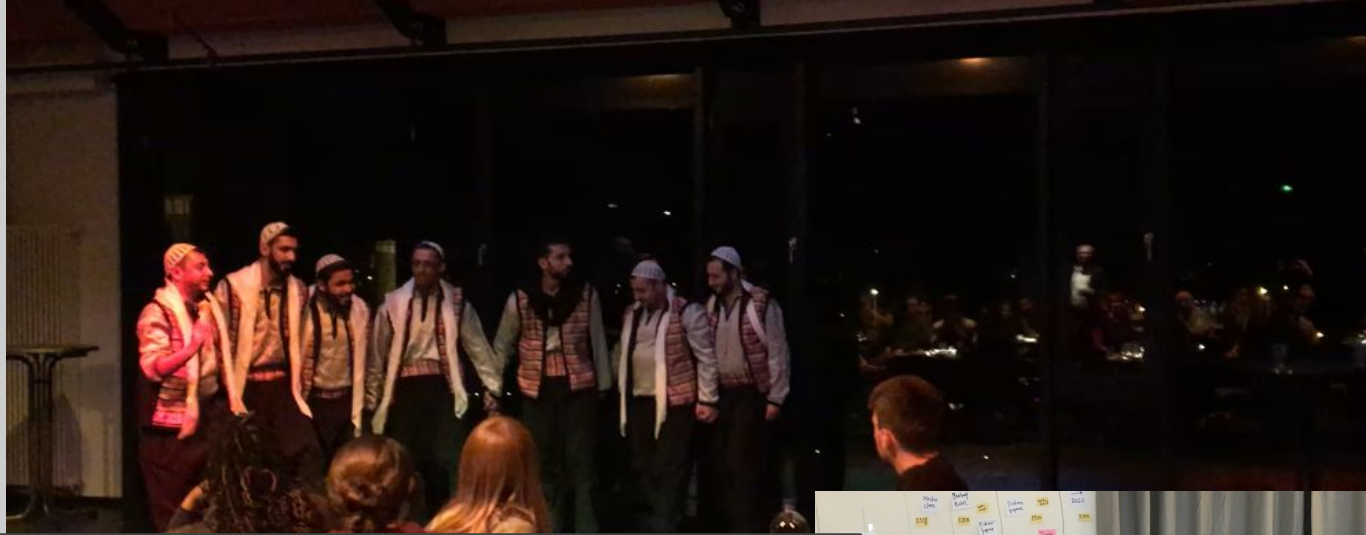
Facts:

- Population about 39,000
 - population has decreased
- Was part of East Germany until reunification in 1990
- 30% voted for right-wing party in recent election.



Bautzen

“Between Beauty & Shame”

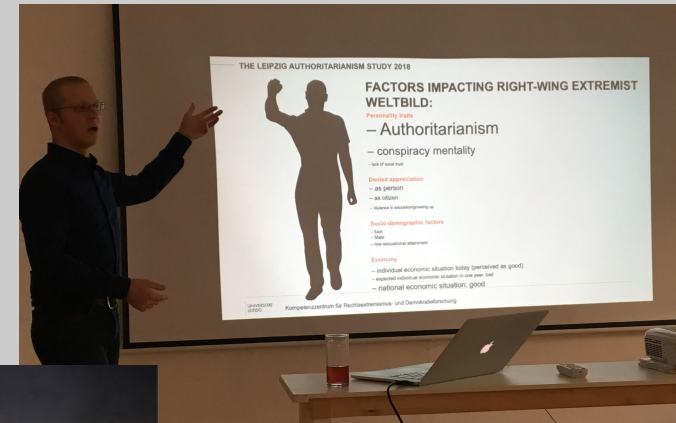


Bautzen

“Between Beauty and Shame”

Facts:

- Population about 39,000
 - population has decreased
- Was part of East Germany until reunification in 1990
- 30% voted for right-wing party in recent election.



Teltow-Fläming

(Jüterbog and Baruth)

Facts:

- A county with population about 164,000
- Located south of Berlin
- Was part of East Germany until reunification in 1990
- Had Soviet's military base
- Different experience with migration



Teltow-Fläming

(Jüterbog)



Teltow-Fläming (Jüterbog)



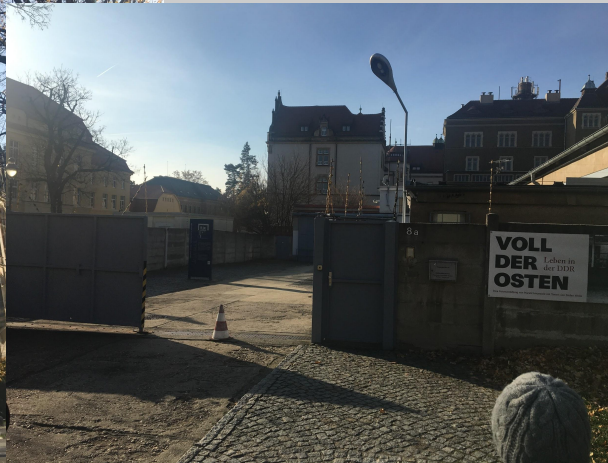
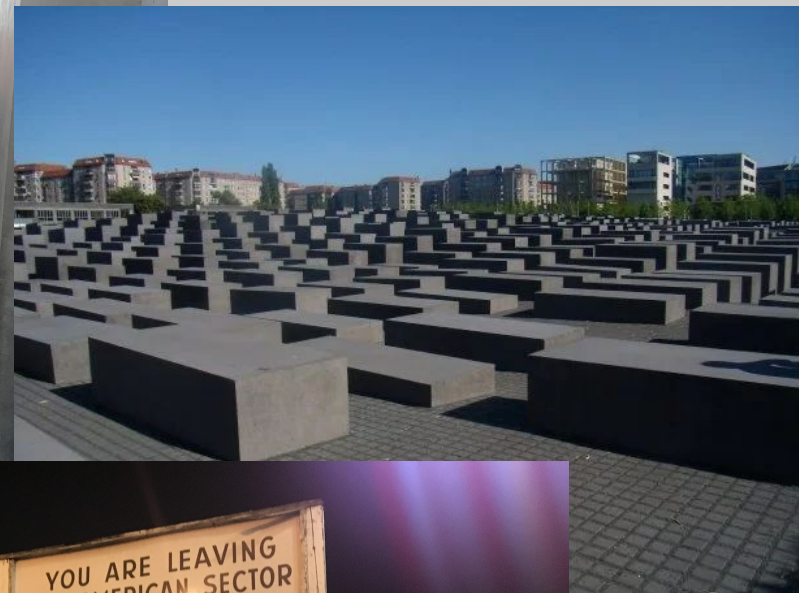
Teltow-Fläming (Baruth)



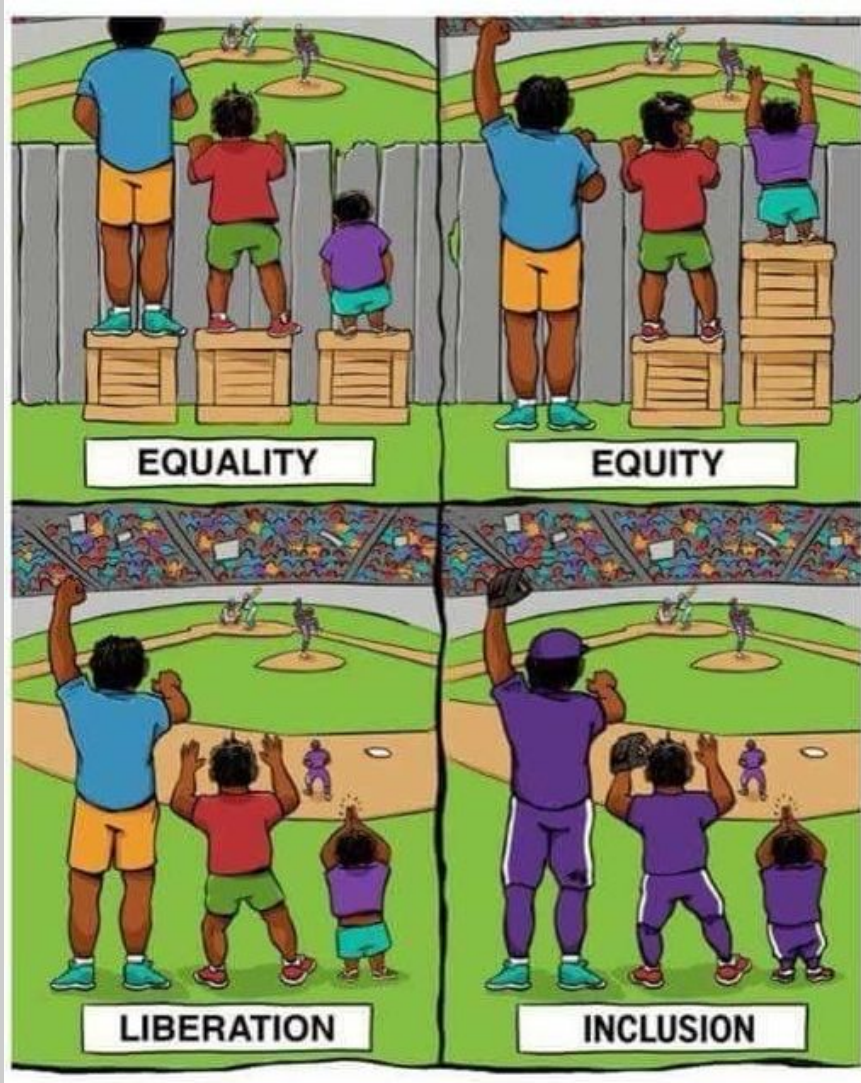
Berlin

- Capital of Germany
- 3.6 million registered inhabitants
- Second largest city in European Union
- International city





Welcoming Communities & Equity Principles



Welcoming Community Goals

1. Implement unifying, equitable framework to tackle big issues and align all county efforts
 - a. Learn from [The UN Model for Sustainable Communities](#) (used in Baruth, Germany; potentially Anchorage, AK)
2. Improve our culture of welcoming environment
 - a. Create additional welcoming spaces for cultural and social preservation & exchange (through arts, etc.)
 - b. Create policies & structures to bring different communities together
3. Create policies and funding streams that support innovation in economic development
 - a. Invest in policies that promote global models for our diverse communities to participate and thrive in our local economy
 - i. Cooperatives, micro-enterprise, collectives, social enterprise, etc.
 - b. Link these opportunities to existing services, organizations and communities that have thriving immigrant/refugee participation



Welcoming Community Goals

Please read through Goal 1, 2, or 3 and reflect on the following questions.

1. In what ways do you see your organization connecting with this goal?
2. What resources/connections/work is already available in MC related to this goal?
3. What barriers and challenges do you see for implementing this goal in Montgomery County?
4. Other feedback/suggestions regarding this goal?



Project Description:

Goal 1: Implement Equitable Global Framework to Tackle Big Issues

Activity	Resources & Partners Needed	Potential Barriers	Role of refugees & migrants in community	Outcomes of success
<p>Learn from UN Model for Sustainable Communities framework (used in Baruth, Germany; potentially Anchorage, AK). Gain political and social will to implement as follows:</p> <ul style="list-style-type: none"> • Meet with newly elected officials • Meet with community leaders/groups to propose this framework within equity agenda • Recommend director-level position to implement the framework within the proposed equity department in County Government • Develop resource guide for culturally responsive community engagement • Propose education on the framework as part of MCPS curriculum for youth involvement 	<ul style="list-style-type: none"> • Elected officials • Arts Communities • Government agencies • MCPS (School District) • Montgomery College • Nonprofits • Faith-based communities • Diverse community groups • UN office for sustainable development goals 	<ul style="list-style-type: none"> • Competition for County Executive's priorities • Engaging with underrepresented communities • Coordinating/scheduling meetings with leaders? • Schools operate under a different governing body than county agency 	<p>Central - to be included in all aspects:</p> <ul style="list-style-type: none"> • Critically examining and contributing to the framework • Voice on consensus for local "metrics" and priorities • Evaluation of implementation and ongoing assessment 	<ul style="list-style-type: none"> • Local government, NGOs & community groups will agree on indicators of sustainable development goals to focus on in Montgomery County • Structure for communication, coordination and implementation among stakeholders will be in place • Elected officials and community leaders will use the UN model and implement the framework to connect all community members and unify all to tackle issues affecting our community.



Project Description:

Goal 2: Improve the Culture of Welcoming Environment

Activity	Resources & Partners Needed	Potential Barriers	Role of refugees & migrants in community	Outcomes of success
<ul style="list-style-type: none">• Create additional welcoming spaces for cultural and social preservation & exchange (through arts, etc.)• Create policies & structures to bring different communities together	<ul style="list-style-type: none">• Elected officials• Government agencies• Local Schools• Nonprofits• Arts Communities• Faith-based communities• Diverse community groups	<ul style="list-style-type: none">• Lack of one organizing body to coordinate among different organizations	<ul style="list-style-type: none">• Work collaboratively with and in organizations to develop programs and welcoming spaces	<ul style="list-style-type: none">• Increase in welcoming spaces that are easily accessible• Increase in measurable opportunities for diverse groups to connect



Project Description:

Goal 3: Support Innovation in Economic Development

Activity	Resources & Partners Needed	Potential Barriers	Role of refugees & migrants in community	Outcomes of success
<ul style="list-style-type: none">• Create and invest in policies that promote global models for our diverse communities to participate and thrive in our local economy (cooperatives, micro-enterprise, social enterprise, collectives, etc.)• Link these opportunities to existing services, organizations and communities that have thriving immigrant/refugee participation	<ul style="list-style-type: none">• Elected officials• Government agencies• Local Schools• Nonprofits• Arts Communities• Faith-based communities• Diverse community groups, such as MCIC• IMPACT Silver Spring	<ul style="list-style-type: none">• Commitment to, and understanding of, innovative and global economic development initiatives• Making models accessible to all (with needed coaching/ mentoring, etc.)	<ul style="list-style-type: none">• Organize and lead cooperatives	<ul style="list-style-type: none">• Collaborating organizations agree on measurable increase in cooperatives, micro-enterprise, etc.



United States and Germany Collaboration

- Montgomery County has provided information, resources and lessons learned to German cities seeking to model Linkages to Learning for integrated school-based services
 - Continue providing support and/or technical assistance to Teltow-Flaeming Director of Child Welfare as planning meetings with schools continue, and City of Hamburg Refugee Central Coordinating Unit as they explore this work
- Collaborate with city of Baruth in Teltow-Flaeming for ideas and lessons learned regarding implementation of UN Model for Sustainable Communities
- Continue larger communication and exchange on best practices with all communities via Bosch Alumni Network and seek new opportunities for collaboration



Welcoming Week

September 2019 - www.welcomingweek.org

Building stronger communities by bringing together new and U.S.-born residents



- Collaborate with Multicultural Dialogue program to enhance connection between newcomers and receiving community members (Gilchrist Center)
- Host festivals, volunteer projects, and other events that encourage connectivity and dialogue in diverse school communities (Linkages to Learning)
- Tag team with Back-to-School Nights!





 
Maximal 2 Personen
Für Personen mit eingeschränkter Mobilität
bestimmte Plätze sind vorbehalten

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